

**University of Kentucky  
College of Medicine  
Department of Physiology**

**STATEMENTS OF EVIDENCE**

**Approved by Physiology Faculty: October 15, 2019**

**Approved by Provost Office: May 17, 2023**

**Proposed Changes January 6, 2023**

## **Departmental Policies for Promotion and Tenure**

To be considered for promotion, all faculty members must meet the terms outlined in their letters of appointment (or reappointment) consistent with the Departmental Statements of Evidence. It is expected that all faculty will work toward the advancement of their professional development.

A faculty member may apply at any time for a new title series, which will be considered according to the usual Department and College procedures. There are no “time clock” limitations on applying to new title series positions.

While promotion is not based on time in position, instances of promotion/tenure occurring earlier than 4-6 years in rank are unusual but may be considered with support by the faculty member, Chair and Department.

Below are lists of performance items in the relevant areas of research, mentoring/instruction and service for each level within each title series. Faculty are not necessarily expected to meet all performance items for each relevant area. Expectations of performance in each area should be in proportion with DOE allocations recognizing that DOE shifts over the course of a career are not unusual.

### **Regular Title Series (Tenure Eligible)**

#### ***Appointment as Assistant Professor***

- Ph.D., M.D., D.O., or equivalent, with significant training giving the applicant strong potential to develop an independent research program supported by extramural funding.
- Contributor to, or author of, refereed, substantive publications; this may include case reports or reviews.
- Potential for excellence in research training and in the education of undergraduate, graduate, medical, and other professional and pre-professional students, and postdoctoral trainees.
- Potential to actively take part in university service and/or high impact community outreach activities.
- Potential for a high level of scientific competence in one or more specialty areas as evidenced by membership in professional scientific organizations.
- Potential to develop a regional to national reputation as an original investigator outside the University of Kentucky, College of Medicine (UKCOM).

### ***Promotion to Associate Professor***

The items below serve as a guide for promotion from Assistant Professor to Associate Professor in the Regular Title Series. Activities conducted by the candidate in each category should be reflective of the individual's DOE taking into consideration shifts in DOE over time.

#### **Research**

- Excellent service as an Assistant Professor at UKCOM (or its equivalent elsewhere) with a record of excellence in physiological research. Independent funding and a reasonable expectation of continued independent funding. A substantial contribution to team science, as demonstrated by being co- investigator on multiple projects can also be considered in specific instances. Evidence of success/excellence in research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study principal investigator (PI) or co-investigator(s) (Co-I).
- Continuing publication of original results in refereed journals that are at the forefront of a field of research. Should be first or senior author or contributor of major ideas and innovations. Significant contributions as 'middle' author may be identified by letters of support from the study PI or senior author of the publications indicating the specific role and contributions of the faculty member. Contributions assessed as "major" (e.g., substantive input into overall design of research study or manuscript; regular participation in study meetings with input on a range of issues or protocol amendments; planning and directing analyses that span the breadth of the study) should be considered as equivalent to first or last authorship. Independence from senior scientific mentors should be demonstrated by publications and grants that do not formally involve formal mentor contribution. The determination of independence will consider evaluations by senior scientific mentors.

#### **Mentoring/Instruction**

- Active and effective participation in training of undergraduate, graduate and/or postdoctoral trainees and scientists. This may be demonstrated by progression and/or graduation of trainees, trainee publications and presentations with the faculty candidate as senior mentor, trainee awards, letters from trainees indicating the faculty member's role in their degree completion and/or position placement, placement of trainees as graduate students, postdoctoral trainees, faculty, or in other research or professional fields. This may also be supported by participation on dissertation committees.
- Education of undergraduate, graduate, medical and other professional and preprofessional students, or more than one of these. Educational excellence is evidenced by the teaching portfolio, evaluations by course directors, other instructors, and/or students in courses taught by the faculty candidate, and teaching awards.

### **Service**

- Active participation in university, college, and/or departmental service.

### **Reputation**

- Emerging regional to national reputation as an original investigator outside UKCOM, as evidenced by letters of evaluation from external reviewers, presentations at regional and national meetings, invited seminars or lectures at other institutions, study section service at society or government agencies, editorial board service for professional journals or books, and membership in professional societies.

### ***Promotion to Professor***

The items below serve as a guide for promotion from Associate Professor to Professor in the Regular Title Series. Activities conducted by the candidate in each category should be reflective of the individual's DOE taking into consideration shifts in DOE over time.

### **Research**

- Excellent service as Associate Professor in UKCOM (or its equivalent elsewhere) with important accomplishments in physiological research Significant and sustained independent funding and a reasonable expectation of continued independent funding. Additional expectations may include design, facilitation, and implementation of rigorous peer-reviewed funding for team science research, including enlistment of co-investigators, participation as a co-investigator, leadership in multi-investigator studies, training grants, participation in multi-investigator, program project, or center grants, etc. Evidence of success/excellence in research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study PI or Co-I.
- Continuing publication of outstanding, original, and innovative research findings. Should typically be first or senior author or contributor to major ideas. Publications resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research will also be valued. Evidence of success/excellence in research/scholarly activities when not self-evident by the faculty holding senior author status can be provided by letters of support from the senior author of the publications indicating the specific role and contributions of the faculty member. Contributions assessed as "major" (e.g. substantive input into overall design of research study or manuscript; regular participation in study meetings with input on a range of issues or protocol amendments; planning and directing analyses that span the breadth of the study) should be considered as equivalent to first or last authorship.

### **Mentoring/Instruction**

- Continued leadership in research training of undergraduate, graduate and/or postdoctoral trainees and scientists. This is evidenced by progression and/or graduation of pre-doctoral trainees, trainee publications and presentations with the faculty candidate as senior mentor, trainee awards, letters from trainees indicating the faculty member's role in their degree completion and/or position placement, placement of trainees in postdoctoral or faculty positions, or in other research or professional fields; participation on dissertation committees.
- Continued commitment to the education of undergraduate, graduate, medical, and other professional students. Educational excellence can be evidenced by the teaching portfolio, evaluations by course directors, other instructors, and/or students in courses taught by the faculty candidate, teaching awards and other public recognition as well as the development of teaching materials, including new curriculum offerings, educational programs, textbooks, syllabi, computer programs or video materials that make a unique contribution to the quality and method of teaching a given subject throughout the University and beyond the local community.

### **Service**

- Excellence in university, college, departmental, and/or community service, as evidenced by consistent committee involvement and/or involvement in multiple committees, reappointment to committees, committee or sub-committee leadership, service on professional society or other committees outside the university, editorial board service, etc.

### **Reputation**

- National and international reputation within his or her field, which may be evidenced by membership on grant review panel/study sections or ongoing, repeat invitations for service on study sections if not a regular member, advisory groups, invited presentations at international meetings or foreign institutions, service on committees for professional societies, etc., and awards, prizes, and other notable academic achievements. Evidence of professional development training will also be considered.

### **Special Title Series (Tenure Eligible)**

#### ***Appointment as Assistant Professor***

- Ph.D., M.D., D.O., or equivalent, with significant training giving the applicant strong potential to develop an independent research program supported by extramural funding.
- Potential for, or evidence of, a high level of competence in the classroom.
- Recognition or potential for recognition by peers and students as an excellent teacher for undergraduate, graduate, and medical students, and other trainees.

- Potential for publication of biomedical observations, reviews, or analytical studies in peer-reviewed journals that may contribute significant new knowledge and/or organize, synthesize, and convey existing knowledge in a way that enhances the practice of biomedical sciences. Publications should describe state-of-the-art advances in biomedical sciences.

and/or

- Potential for development of teaching materials, including new curriculum offerings, educational programs, textbooks, syllabi, computer programs, or video materials that significantly improve the method or quality of instruction in the College.

### ***Promotion to Associate Professor***

- Excellent service as Assistant Professor in UKCOM (or its equivalent elsewhere) with a record of excellent teaching.
- Continuing excellent and high-quality contributions to the teaching of undergraduate, graduate, and medical students, or other professional and pre-professional students, or more than one of these. Recognition of excellence which may be available from formal peer evaluations, student evaluations, or teaching awards. Impact and value of teaching should be recognized beyond the local level, as demonstrated by invitations and repeat invitations to teach in other departments and colleges within the university.
- Excellent reputation at the national level as an authority in an area of expertise. This may be demonstrated by invitations to address educational societies, etc.
- Continuing publication of biomedical observations, reviews, or analytical studies in peer-reviewed journals that are recognized as authoritative and that influence the practice of biomedical sciences.

and/or

- Continuing development of teaching materials, including new curriculum offerings, educational programs, textbooks, syllabi, computer programs, or video materials that make a unique contribution to the quality and method of teaching a given subject throughout UKCOM and beyond the local community.

### ***Promotion to Professor***

- Excellent service as Associate Professor at UKCOM (or its equivalent elsewhere) with important accomplishments in teaching.

- National reputation for superior accomplishments within an area of expertise. This may be demonstrated by invitation to membership or fellowship in prestigious professional societies, other academic recognitions or awards, and a leadership role in the department.
- Recognition for being among the very best educators for undergraduate, graduate, and medical students, and other trainees. Impact of superb teaching should be apparent locally and nationally and may be demonstrated by formal peer evaluations, student evaluations, or teaching awards. National reputation may be demonstrated by invitations and repeat invitations to teach in other medical schools or universities, programs of specialty societies and national continuing medical education courses, and by invitations to serve as visiting professor or named lecturer. Impact may also be recognized by success or stature of trainees as determined by peers outside of the University of Kentucky.
- Publication in peer-reviewed journals of analytical or biomedical studies, comprehensive reviews, or textbooks and chapters that are recognized as exhibiting important influence at the national level; may serve as editor of textbooks or journals.

and/or

- Development of original teaching materials, such as new curriculum offerings, educational programs, syllabi, video materials, or computer programs that are widely used throughout the nation.

### **Research Title Series (Non-Tenurable)**

#### ***Appointment as Assistant Professor***

- Ph.D., M.D., D.O., or equivalent with significant training in physiological research.
- Contributions to refereed, substantive publications, including case reports or reviews.
- Capability for conducting reliable research supported through grants, contracts, or other designated funds.
- Potential for significant professional growth in the field of research.
- Potential for participation in research training of colleagues.
- Potential for a high level of scientific competence in a specialty area as evidenced by candidacy or membership in elected professional scientific organizations.

#### ***Promotion to Associate Professor***

- Excellent service as Assistant Professor in UKCOM (or its equivalent elsewhere) with significant time commitment and record of excellence in physiological research. Significant independent funding and a reasonable expectation of continued independent funding. Substantial contribution to team science, as demonstrated by being co-investigator on multiple projects may also be considered. Evidence of success/excellence in

research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study PI or Co-I.

- Continuing substantive contribution to excellent research that is published as first or senior author.
- Active and effective participation in research training in the assigned laboratory.
- Regional reputation within a field of investigation, which may be evidenced by invited lectures, service on grant review panels, editorial board service, membership in professional societies, etc.

### ***Promotion to Professor***

- Excellent service as Associate Professor in UKCOM (or its equivalent elsewhere); outstanding contributions to physiological research.
- Significant and sustained independent funding and a reasonable expectation of continued independent funding. Additional, alternative expectations may include design, facilitation, and implementation of rigorous peer-reviewed funding for team science research, including participation as a co-investigator on multiple extramural awards, leadership in multi-investigator studies, participation in multi-investigator, program project, or center grants, leader of Core facilities, etc. Evidence of success/excellence in research/scholarly activities when research leadership is not self-evident (e.g., extramural funding resulting from interdisciplinary collaborative efforts with researchers in other fields where the faculty member occupies a substantial role in research), may be provided by letters of support from the study PI or Co-I.
- Continuing contribution to publication of outstanding, original, and innovative research findings as first or senior author.
- Active and effective participation in research training in assigned laboratory.
- National reputation within his or her field as evidenced by memberships in study sections, advisory groups, prestigious professional societies, editorial board membership, etc., and awards, prizes, and other notable academic achievements

Approved by Acting Associate Provost for Faculty Advancement:  
Sue E Nokes                      5/17/2023

*Sue E. Nokes*